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**Posture Balance,
Is what we do... and who we are.**

POSTURE BALANCE™

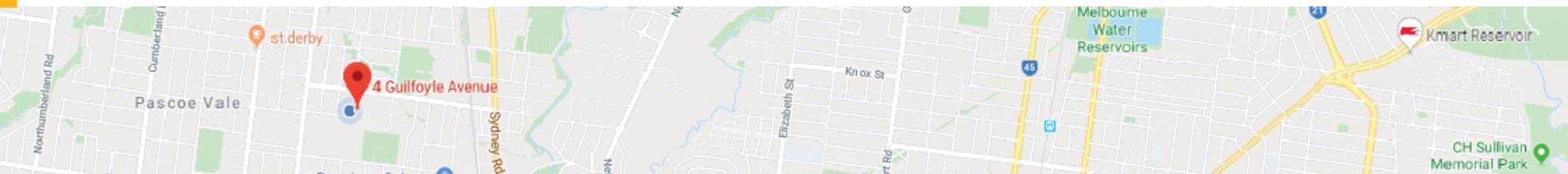


posturebalance.com.au

4 Guilfoyle Avenue Coburg North, Vic 3058 Australia.



AUSTRALIAN DESIGNED and
MANUFACTURED products that
help people **SIT, STAND** and **STEP**
correctly - in order to be happy
and healthy in their work space.



Social Procurement

Posture Balance has ISO9001 Quality Assurance accreditation and this has been in place since 2004.

Our Quality management System (QMS) incorporates as overall collection of policies and procedures which focus on Environment, Social and economic considerations that equate to a program that is aligned with the Social Procurement policies of Government Purchasing.

These policies and procedures include:

- a) A focus on the use of recycled materials, and the creation or recyclable products.
- b) Minimisation of pollution and emissions.
- c) Products which require minimal maintenance.
- d) Products which are produced via ethical labour conditions, and by observing fundamental Human Rights.
- e) Minimal impact on the natural environment.
- f) Operating our Company with fair and ethical operating practices, including full compliance with consumer laws and fair trade practices.
- g) Contributing to our local community and assisting Organisations with inclusive policies.

As our products reach the end of their natural working life, we assist with either their recycle or repurpose to further minimise impact on environment and waste.

At all times, we are focused on the provision of Value for Money products and support services.

We note and comply with the concept of the Circular Economy, and all new research and development programs include a Life Cycle analysis as a forerunner to any physical commencement.



Our 'Why'

Personal ergonomics in any working environment is a daily challenge.

Being able to combine correct sitting and standing postures with the right amount of movement is the key outcome.

Many organisations introduce new furniture and seating with the aim of improving working conditions, often overlooking the need for individual adjustment and ultimately create a negative impact on productivity and culture.

Our passion is for Organisations and Individuals to understand the concept of Adaptive Ergonomics and be able to "Get It Right The First Time".



Brief History

- 1999 Commenced operations as Therapod Back Support Systems(TBSS) - establishing a national network of distributors for office seating and back supports.
- 2001 Re-launched as Therapod Seating Solutions (TSS) and established manufacturing division (Brunswick – Melbourne).
- 2006 Expansion of product ranges and strong sales growth lead to purchase of larger manufacturing premises (Coburg – Melbourne).
- 2009 Established relationship with Ares Line (Italy) to manufacture and distribute products in Australia.
- 2018 Relaunched and rebranded as Posture Balance™.
- 2019 Product launch of flexi and bExact.
- 2020 Commence Export program to UK & NZ.



Company Directors

Mark Cohen (Managing Director)

- Formed TBSS (1999)
- Has been involved in commercial furniture industry since 1984
- Previous positions include National Sales / Marketing Manager – Stem Industries (1991 – 1999)
- Australian Institute of Management – Diploma of Marketing (Distinction)
- Member of TEC (The Executive Connection) (2014 - 2019)

John Umseher (Production Director)

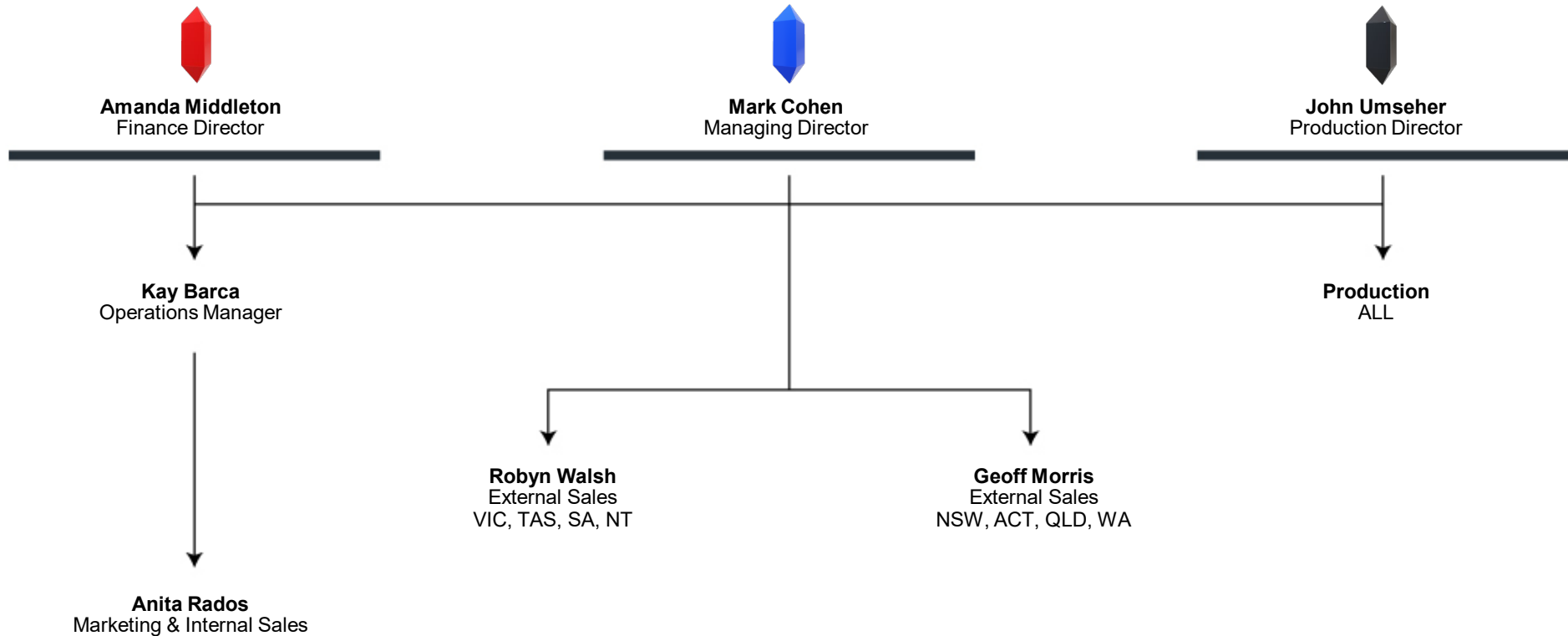
- Joined TSS (2001)
- Has been involved in commercial furniture industry since 1989
- Previously owned JIU Engineering (1989 – 2001)
- Qualified Toolmaker, specializing in forging aeronautical and automotive products

Amanda Middleton (Finance Director)

- Has 17 years manufacturing experience
- Advanced Diploma of Business (Accounting)
- Certificate III in Accounting
- Certificate III in Business (Office Administration)
- Induction to Management
- ISO 9001 Internal Auditor.



Organisational Chart



Production Capabilities and Customisation

The manufacturing division of Posture Balance™ is comprised of the following departments:

- Research & Development
- Industrial Design
- Engineering / Steel Fabrication
- Timber
- Fabric Sewing / Cutting
- Foam Technologies
- Customisation and creating bespoke 'one-off' solutions for Sit-Stand.
- Seat upgrades including shorter depth / longer depth / wider / narrower
- Pressure relieving foams and gels
- Coccyx cut-outs
- Intensive / Heavy Duty components to suit weight-ratings of up to 275kg
- Multi-Function arm-pads to suit high-level data entry
- Shorter / Taller gas-springs
- Reinforced bases & twin-gas systems to suit weight-ratings of up to 300kg



Healthcare Applications

We have developed a range of Medical Infection Control (MIC) Seating Systems which incorporate key features as follows:

- Fire retardant foams
- Upholstery covers with liquid barriers, anti-bacterial, tear-proof and bleach-washable properties.
- Micro-sealed seats and backs
- Pressure lock / release, rubber, soft-floor and carpet castors.
- Washable bases and gas-springs
- Weight ratings up to 200kg
- 7x key adjustments on standard task chairs
- 24/7 usage
- AFRDI and / or international standard testing
- 90% recyclability
- Whole-of-life product management program



Accreditations

We maintain a strong commitment to ensuring our seating products meet local & international standards with certification undertaken by AFRDI or other equivalent testing laboratories overseas.

We believe strongly in the promotion of Australian products and services and are a member of the Australian Made campaign.

All business systems and process are audited annually by SAI Global - and we maintain a Quality Assured accreditation to: ISO 9001:2008

Posture Balance™ is a member of the Human Factors & Ergonomics Society and a registered supporter of getaustraliastanding.org.



Our Mission, Vision and Core Values

Mission Statement

“To be Australia’s leading supplier of ergonomic seating and accessories and assisting organisations to fully optimise their working-environments, by connecting to them with both product and education”.

Vision Statement

“Continued growth with both local and international representation, by providing innovative & customer-focused products that add value to wholesale & end-user clients, that improves their lives as a result”.

Core Values

- We believe that success is linked to innovation.
- We seek to operate with integrity and ethically at all times.
- We are fully-focused on adding value for our channel-partners.
- We are committed to self-improvement and seek to pursue this continuously throughout our organisation.
- We aim to have a positive impact on the environments that we operate in, and which we impact upon.
- We strive to provide a working environment where our staff are safe, appreciated & respected; where the overall employee-experience is optimal, and teamwork is the focus.
- We commit to providing the highest-possible levels of service in all of our actions and communications.
- We will be totally flexible in both our decision-making, as well as our delivery of product & services.



Summary

Our chief focus is on providing Australian designed and manufactured products which can be customised to suit individuals in their specific work-place, which aid in the prevention of posture-related injury

Posture Balance™ provides:

- Value for Money Products.
- Extended Warranty periods.
- Products which meet the needs of each individual.
- The ability to produce one-off designs & fabrications.
- A Quick-Ship program which facilitates prompt delivery.
- Capability to produce Infection-Control health-care products.
- Products which meet Australian and / or International Design Standards.
- A national distribution and service network.

We offer a range of standard and one-off solutions for all seating and standing applications.

